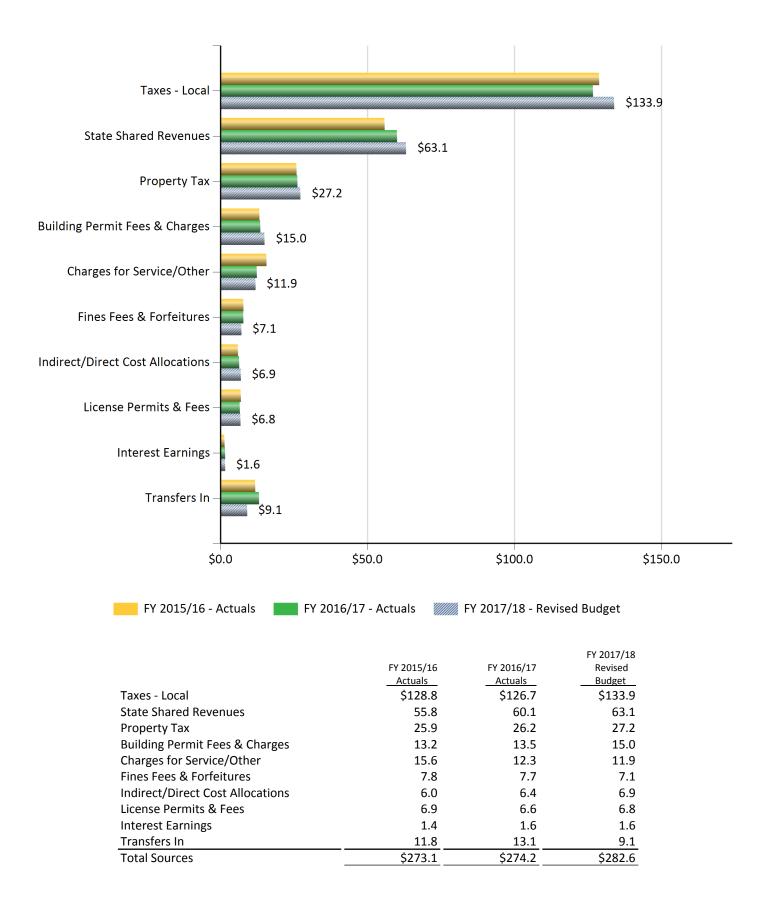


Monthly Financial Report Fiscal Year to Date as of November 30, 2017

Report to the City Council Prepared by the City Treasurer January 23, 2018

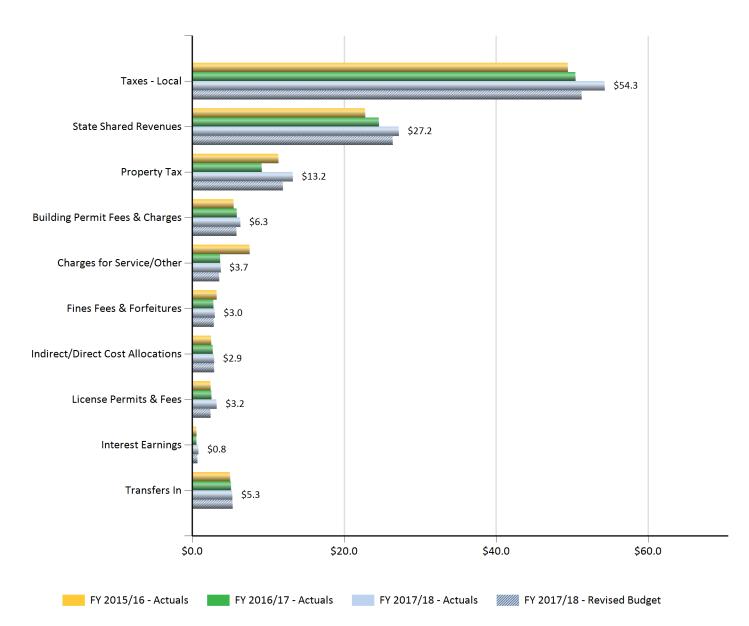


Twelve Months: Fiscal Year





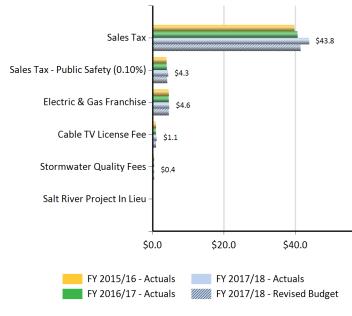




				FY 2017/18	Actual	vs. Budget
	FY 2015/16	FY 2016/17	FY 2017/18	Revised	Favorable / (U	nfavorable)
	Actuals	Actuals	Actuals	Budget	Amount	Percent
Taxes - Local	\$49.4	\$50.5	\$54.3	\$51.3	\$3.0	6%
State Shared Revenues	22.8	24.6	27.2	26.4	0.8	3%
Property Tax	11.3	9.1	13.2	11.9	1.3	11%
Building Permit Fees & Charges	5.4	5.8	6.3	5.8	0.5	9%
Charges for Service/Other	7.5	3.6	3.7	3.5	0.2	6%
Fines Fees & Forfeitures	3.2	2.8	3.0	2.8	0.1	5%
Indirect/Direct Cost Allocations	2.5	2.7	2.9	2.9	-	-
License Permits & Fees	2.4	2.5	3.2	2.4	0.8	32%
Interest Earnings	0.5	0.6	0.8	0.7	0.1	20%
Transfers In	5.0	5.1	5.3	5.3		-
Total Sources	\$110.1	\$107.3	\$119.9	\$113.0	\$6.9	6%



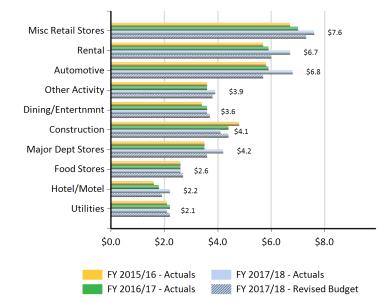
Taxes - Local (Fiscal Year to Date: November 2017)



Actual to Revised Budget variance of \$3.0 million or 6%: The favorable variance is primarily due to Sales Tax and the continued unpredictability of the timing in collection by the Arizona Department of Revenue. There is limited data to consider when spreading the budget. It will be some time before enough data is obtained to build any reliable spread for the "new normal." More detailed Sales Tax information can be found on page 5. Electric & Gas Franchise is favorable due to APS' quarterly franchise payment being higher than expected. The favorable variance in Cable TV License Fee is due to one payment for Cable Franchise Fees related to FY 2016/17 being received in FY 2017/18.

Actuals Actuals Actuals Budget Amount Per Sales Tax \$39.7 \$40.6 \$43.8 \$41.4 \$2.4 Sales Tax - Public Safety (0.10%) 3.9 4.0 4.3 4.1 0.2 Electric & Gas Franchise 4.5 4.5 4.6 4.5 0.2	Budget orable)
Sales Tax - Public Safety (0.10%) 3.9 4.0 4.3 4.1 0.2	, <u>ercent</u>
	6%
Electric & Gas Franchise 4.5 4.5 4.6 4.5 0.2	6%
	4%
Cable TV License Fee 0.9 0.9 1.1 0.9 0.2	24%
Stormwater Quality Fees 0.4 0.4 0.4 -	-
Salt River Project In Lieu	-
Taxes - Local Total \$49.4 \$50.5 \$54.3 \$51.3 \$3.0	6%





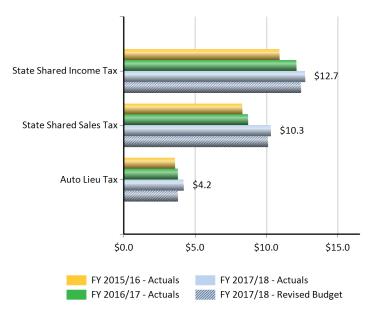
Sales Tax (Fiscal Year to Date: November 2017)

Actual to Revised Budget variance of \$2.4 million or 6%: The favorable variance is primarily due to the continued unpredictability of the timing in collection by the Arizona Department of Revenue. There is limited data to consider when spreading the budget. It will be some time before enough data is obtained to build any reliable spread for the "new normal." Additionally, the favorable variance in Rental is also due to increases in the residential real estate property rentals and personal property rentals. The additional favorable variance in Automotive is due to several car dealers remaining in the city longer than originally anticipated prior to their move to the Scottsdale Autoshow at Salt River. The additional favorable variance in Major Dept Stores is due in part to a taxpayer overstating their taxable sales by a significant amount. An adjustment will be reflected in a future period. Finally, the additional favorable variance in Hotel/Motel is due to a taxpayer (hotel) that has been paying taxes to the city in error, which will be corrected in the coming months.

	FY 2015/16 Actuals	FY 2016/17 Actuals	FY 2017/18 Actuals	FY 2017/18 Revised Budget	Actual Favorable / (U Amount	vs. Budget nfavorable) Percent
Misc Retail Stores	\$6.7	\$7.0	\$7.6	\$7.3	\$0.3	4%
Rental	5.7	5.9	6.7	6.0	0.8	13%
Automotive	5.8	5.9	6.8	5.7	1.1	19%
Other Activity	3.6	3.6	3.9	3.8	0.1	2%
Dining/Entertnmnt	3.4	3.6	3.6	3.7	(0.1)	(4%)
Construction	4.8	4.4	4.1	4.4	(0.4)	(9%)
Major Dept Stores	3.5	3.5	4.2	3.6	0.6	18%
Food Stores	2.6	2.6	2.6	2.7	(0.1)	(5%)
Hotel/Motel	1.6	1.8	2.2	1.9	0.3	16%
Utilities	2.1	2.2	2.1	2.2	(0.1)	(5%)
Sales Tax Total	\$39.7	\$40.6	\$43.8	\$41.4	\$2.4	6%



State Shared Revenues (Fiscal Year to Date: November 2017)

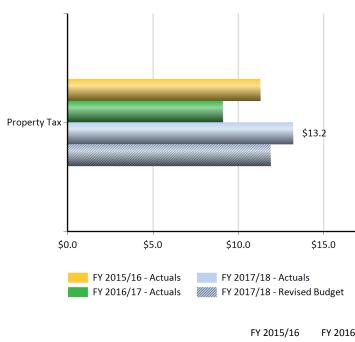


Actual to Revised Budget variance of \$0.8 million or 3%:

The favorable variance in State Shared Income Tax is due to actuals coming in differently than how the state projected. The favorable variance in Auto Lieu Tax is due to higher than forecasted sales of new and used vehicles, which resulted in additional licensing fees being collected.

				FY 2017/18		vs. Budget
	FY 2015/16	FY 2016/17	FY 2017/18	Revised	Favorable / (U	nfavorable)
	Actuals	Actuals	Actuals	Budget	Amount	Percent
State Shared Income Tax	\$10.9	\$12.1	\$12.7	\$12.4	\$0.3	3%
State Shared Sales Tax	8.3	8.7	10.3	10.1	0.1	1%
Auto Lieu Tax	3.6	3.8	4.2	3.8	0.4	10%
State Shared Revenues Total	\$22.8	\$24.6	\$27.2	\$26.4	\$0.8	3%

Property Tax (Fiscal Year to Date: November 2017)



Actual to Revised Budget variance of \$1.3 million or 11%:

The favorable variance is due to the budget spread, which is based last year's payments and may vary year over year. Property owners have the option to pay in one or two installments (October or October & April/May).

				FY 2017/18	Actual	vs. Budget
	FY 2015/16	FY 2016/17	FY 2017/18	Revised	Favorable / (l	Infavorable)
	Actuals	Actuals	Actuals	Budget	Amount	Percent
Property Tax	\$11.3	\$9.1	\$13.2	\$11.9	\$1.3	11%
Property Tax Total	\$11.3	\$9.1	\$13.2	\$11.9	\$1.3	11%



Actual vs. Budget

Percent

9%

9%

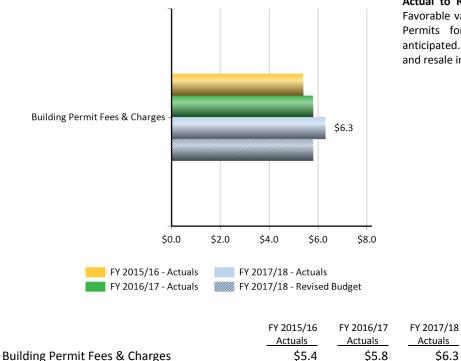
Favorable / (Unfavorable)

Amount

\$0.5

\$0.5

Building Permit Fees & Charges (Fiscal Year to Date: November 2017)



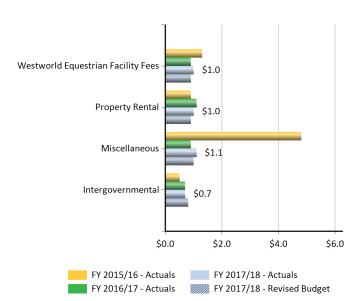
Actual to Revised Budget variance of \$0.5 million or 9%: Favorable variance is due to single family residential Building Permits for new construction being higher than than anticipated. The demand is continuing to outpace the new and resale inventory.

Charges for Service/Other (Fiscal Year to Date: November 2017)

\$5.4

\$5.8

Building Permit Fees & Charges Total



Actual to Revised Budget variance of \$0.2 million or 6%: The favorable variance in Westworld Equestrian Facility Fees is due to the timing in receipts from FY 2017/18 events at WestWorld that are budgeted in later periods. Property Rental is favorable due to cell tower lease payments being received upfront for the entire fiscal year and a higher than expected number of outdoor dining licenses being requested than expected. Miscellaneous is favorable due to reimbursements received for assisting with fires around the state and revenue from the Mobile Integrated Health Program which was unbudgeted in FY 2017/18. Intergovernmental is unfavorable due to the Palomino Library Intergovernmental agreement with Scottsdale Unified School District only receiving partial payment because the agreement was approved by Council for only half of the fiscal year. The FY 2015/16 actuals include one-time Miscellaneous revenue from the sale of the HR and graphics buildings.

FY 2017/18

Revised

Budget

\$5.8

\$5.8

\$6.3

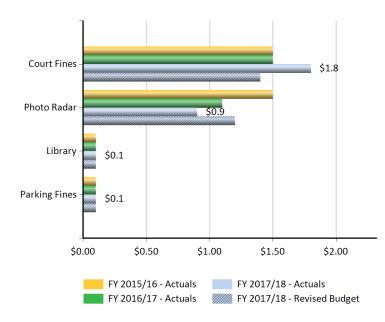
\$6.3

	FY 2015/16	FY 2016/17	FY 2017/18	FY 2017/18 Revised	Actual Favorable / (U	vs. Budget nfavorable)
	Actuals	Actuals	Actuals	Budget	Amount	Percent
Westworld Equestrian Facility Fees	\$1.3	\$0.9	\$1.0	\$0.9	\$0.1	6%
Property Rental	0.9	1.1	1.0	0.9	0.1	15%
Miscellaneous	4.8	0.9	1.1	1.0	0.1	13%
Intergovernmental	0.5	0.7	0.7	0.8	(0.1)	(14%)
Charges for Service/Other Total	\$7.5	\$3.6	\$3.7	\$3.5	\$0.2	6%

\$ in millions / rounding differences may occur



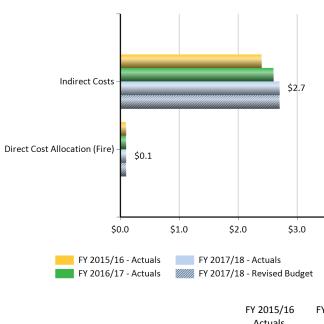
Fines Fees & Forfeitures (Fiscal Year to Date: November 2017)



Actual to Revised Budget variance of \$0.1 million or 5%: Favorable variance in Court Fines is primarily due to a higher than anticipated number of criminal case filings and an increase in officer issued citations. Additionally, the court is receiving more payments to satisfy defaults as a result of the Compliance Assistance Program. This is mostly offset by an unfavorable variance in Photo Radar due to photo radar cameras being turned off while a new contract was negotiated, which resulted in a decline in revenue.

				FY 2017/18	Actual	vs. Budget
	FY 2015/16	FY 2016/17	FY 2017/18	Revised	Favorable / (U	nfavorable)
	Actuals	Actuals	Actuals	Budget	Amount	Percent
Court Fines	\$1.5	\$1.5	\$1.8	\$1.4	\$0.4	30%
Photo Radar	1.5	1.1	0.9	1.2	(0.3)	(24%)
Library	0.1	0.1	0.1	0.1	-	-
Parking Fines	0.1	0.1	0.1	0.1	-	-
Fines Fees & Forfeitures Total	\$3.2	\$2.8	\$3.0	\$2.8	\$0.1	5%

Indirect/Direct Cost Allocations (Fiscal Year to Date: November 2017)

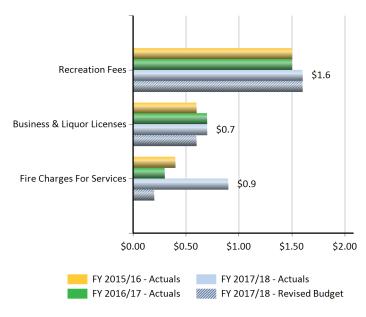


Actual to Revised Budget variance of \$0.0 million or 0%: No explanation necessary.

				FY 2017/18	Actual	vs. Budget
	FY 2015/16	FY 2016/17	FY 2017/18	Revised	Favorable / (U	nfavorable)
	Actuals	Actuals	Actuals	Budget	Amount	Percent
Indirect Costs	\$2.4	\$2.6	\$2.7	\$2.7	\$ -	-
Direct Cost Allocation (Fire)	0.1	0.1	0.1	0.1	-	-
Indirect/Direct Cost Allocations Total	\$2.5	\$2.7	\$2.9	\$2.9	\$ -	-



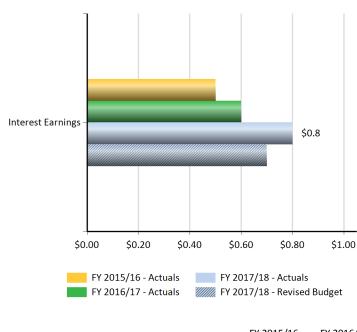
License Permits & Fees (Fiscal Year to Date: November 2017)



Actual to Revised Budget variance of \$0.8 million or 32%: Business & Liquor Licenses is favorable because revenue for Alarm Permits and False Alarm Fees that was expected in FY 2016/17 was instead received in FY 2017/18. Fire Charges For Services is favorable due to the Fire's Paramedic in Training (PMT) contract renewal, which resulted in 100% recovery of revenue for Advanced Life Support (ALS) calls.

	FY 2015/16	FY 2016/17	FY 2017/18	FY 2017/18 Revised	Actual Favorable / (U	vs. Budget nfavorable)
	Actuals	Actuals	Actuals	Budget	Amount	Percent
Recreation Fees	\$1.5	\$1.5	\$1.6	\$1.6	\$ -	-
Business & Liquor Licenses	0.6	0.7	0.7	0.6	0.1	13%
Fire Charges For Services	0.4	0.3	0.9	0.2	0.7	nm
License Permits & Fees Total	\$2.4	\$2.5	\$3.2	\$2.4	\$0.8	32%

Interest Earnings (Fiscal Year to Date: November 2017)

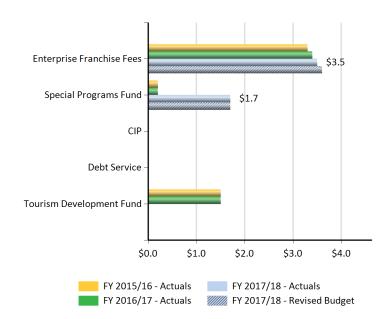


Actual to Revised Budget variance of \$0.1 million or 20%: Favorable variance is based on higher return on investment than expected due to strong market conditions.

				FY 2017/18	Actua	l vs. Budget
	FY 2015/16	FY 2016/17	FY 2017/18	Revised	Favorable /	(Unfavorable)
	Actuals	Actuals	Actuals	Budget	Amoun	t <u>Percent</u>
Interest Earnings	\$0.5	\$0.6	\$0.8	\$0.7	\$0.1	20%
Interest Earnings Total	\$0.5	\$0.6	\$0.8	\$0.7	\$0.1	20%



Transfers In (Fiscal Year to Date: November 2017)

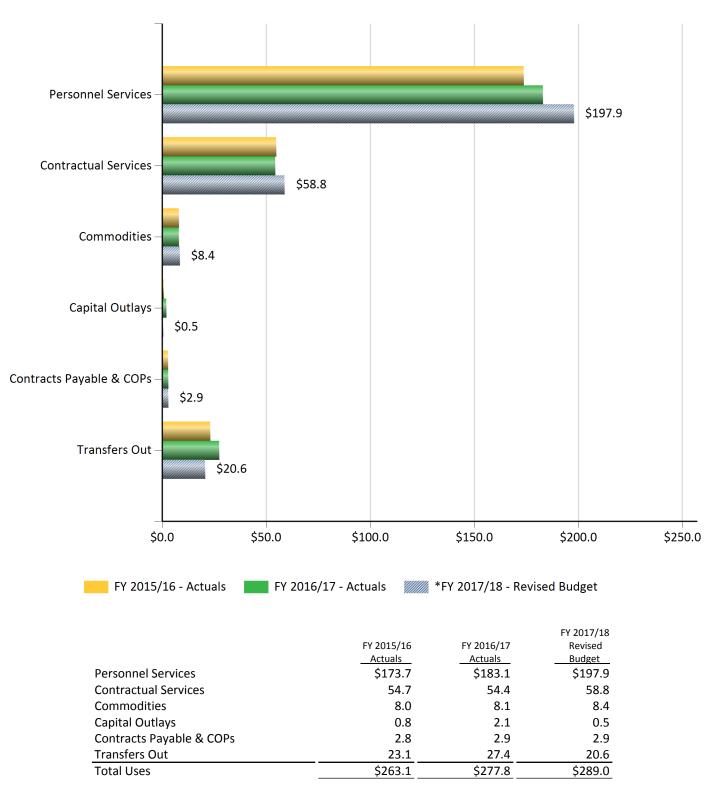


Actual to Revised Budget variance of \$0.0 million or 0%: No explanation necessary.

	FY 2015/16	FY 2016/17	FY 2017/18	FY 2017/18 Revised	Actual Favorable / (U	vs. Budget nfavorable)
	Actuals	Actuals	Actuals	Budget	Amount	Percent
Enterprise Franchise Fees	\$3.3	\$3.4	\$3.5	\$3.6	\$ -	-
Special Programs Fund	0.2	0.2	1.7	1.7	-	-
CIP	-	-	-	-	-	-
Debt Service	-	-	-	-	-	-
Tourism Development Fund	1.5	1.5	-	-	-	-
Transfers In Total	\$5.0	\$5.1	\$5.3	\$5.3	\$ -	-



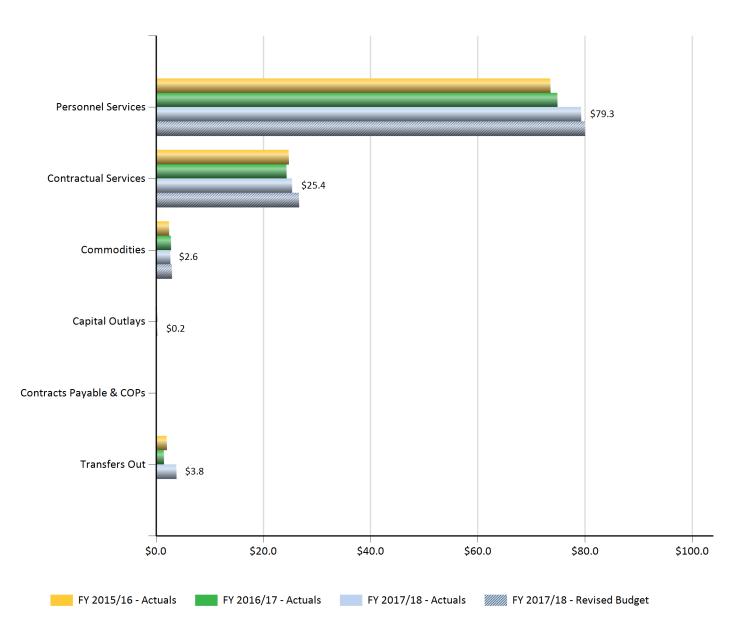
Twelve Months: Fiscal Year



*Includes budgeted vacancy savings net of leave accrual payouts, up to 3% pay for performance, up to 5% pay for performance for those in the Step Program, compensation adjustments and utilities.



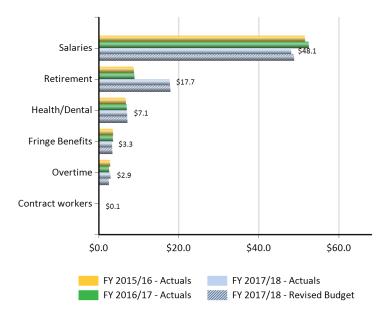




	FY 2015/16	FY 2016/17	FY 2017/18	FY 2017/18 Revised	Actual Favorable / (L	vs. Budget Infavorable)
	Actuals	Actuals	Actuals	Budget	Amount	Percent
Personnel Services	\$73.6	\$74.8	\$79.3	\$80.0	\$0.7	1%
Contractual Services	24.7	24.4	25.4	26.7	1.3	5%
Commodities	2.4	2.8	2.6	2.9	0.3	11%
Capital Outlays	0.1	0.2	0.2	-	(0.2)	nm
Contracts Payable & COPs	-	-	-	-	-	-
Transfers Out	2.0	1.4	3.8		(3.8)	n/a
Total Uses	\$102.8	\$103.6	\$111.2	\$109.6	(\$1.6)	(1%)



Personnel Services (Fiscal Year to Date: November 2017)



Actual to Revised Budget variance of \$0.7 million or 1%: Salaries has a favorable variance mostly due to Part-Time Wages for vacant positions and to employees being promoted/retiring with new employees coming in at a lower salary. Additionally, when comparing to FY 2016/17 actuals, salaries are \$4.4 million lower because there was an extra pay period in FY 2016/17. Additionally, it is worth noting that \$7.7 million of the difference between FY 2016/17 and FY 2017/18 is related to the Parker Case Ruling, resulting in a refunding of prior year retirement contributions for public safety sworn staff hired before July 1, 2012 and elected officials. The refund was budgeted at a macrolevel initially in FY 2017/18 but was moved to the respective divisions in July. Further court rulings are finalized on the accompanying interest payment calculation and will be refunded in future months. Overtime has an unfavorable variance due to large police cases, and a shortfall in Fire Department constant staffing where a total of seventeen firefighters are on leave, which includes ten firefighters on worker's compensation for injuries, one on off-duty injuries, two on FMLA and four recruits filling vacancies.

				FY 2017/18	Actual	vs. Budget
	FY 2015/16	FY 2016/17	FY 2017/18	Revised	Favorable / (Unfavorable)
	Actuals	Actuals	Actuals	Budget	Amount	Percent
Salaries	\$51.5	\$52.5	\$48.1	\$48.8	\$0.7	2%
Retirement	8.8	8.9	17.7	17.9	0.2	1%
Health/Dental	6.8	7.0	7.1	7.2	0.1	1%
Fringe Benefits	3.6	3.6	3.3	3.4	-	-
Overtime	2.8	2.6	2.9	2.5	(0.4)	(15%)
Contract workers		0.1	0.1	0.2		
Personnel Services Total	\$73.6	\$74.8	\$79.3	\$80.0	\$0.7	1%

Macro Personnel Adjustments

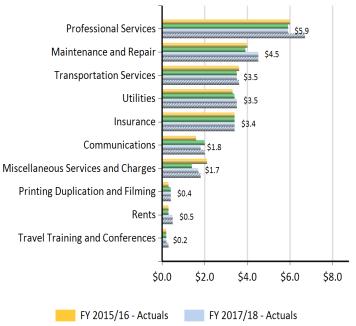
			2017/18	2017/2	18
	2015/16	2016/17	Adopted	Year-To-l	Date
	Actual	Actual	Budget	Saved/(Used)	<u>Remaining</u>
3% Pay for Performance	\$3.0	\$2.6	\$2.2	(\$2.1)	\$ -
5% Step - Fire	-	0.9	0.8	(0.8)	0.1
5% Step - Police Officer	1.6	1.3	1.3	(1.3)	-
5% Step - Police Sergeant	-	-	0.4	(0.4)	-
Retirement Savings	(0.8)	(0.5)	-	-	-
Compensation Adjustments	-	-	0.4	-	0.4
Vacancy Savings	(4.8)	(5.3)	(4.0)	1.9	(2.1)
Medical Leave Payouts	1.0	1.0	1.4	(0.2)	1.2
Vacation Leave Payouts	0.9	0.6	0.8	(0.2)	0.6
Parker Case Ruling		_	7.8	(7.7)	0.1
Total Vacancy Savings/Payouts	\$0.9	\$0.6	\$11.0	(\$10.8)	\$0.3

Total Saved/(Used) YTD of (\$10.8) million: The city has achieved \$1.9 million in vacancy savings year-to-date offset by (\$0.4) million in vacation and medical leave payouts. In July, the Citywide Pay for Performance Program was funded and implemented initiating the use of ongoing dollars for compensation increases. These increases include a 5 percent step program for Firefighters, Fire Engineers and Fire Captains; a 5 percent step program for Police Officers and a 3 percent pay program based on performance for all other city employees. Additionally, the Parker Case has settled for a payout of \$7.7 million in retirement funds to sworn employees and elected officials.

\$ in millions / rounding differences may occur



Contractual Services (Fiscal Year to Date: November 2017)



FY 2016/17 - Actuals FY 2017/18 - Revised Budget

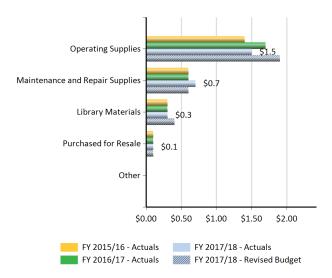
Actual to Revised Budget variance of \$1.3 million or 5%: Professional Services is favorable mainly due to the timing of invoices. In addition, invoices from the Photo Enforcement Contract have been coming in less than budgeted due to a number of photo enforcement cameras being turned off while a new contract was negotiated, resulting in fewer citations issued. Professional Services is also favorable due to lower participation in Adult Sports and Leisure Ed programs and classes. As a result, fewer instructors were needed than expected. The favorable variance is partially offset by the inadvertent reduction of the advertising budget in Westworld and an increase in the State Land contract that was not included in the budget. While Maintenance and Repair is showing a net zero variance, there is a large unfavorable variance due to the timing of several Facilities maintenance projects. This is offset by major favorable variances due to the installation of auto locking gates at dog parks and maintenance projects in Downtown Scottsdale being delayed and lower than expected Fleet Maintenance & Repair expenses in several divisions. Communications is favorable due to the timing of invoices. Printing Duplication and Filming is favorable because of small favorable variances across many divisions. Finally, Travel Training and Conferences is favorable mainly due to fewer conferences and trainings being attended than expected up to this point in the fiscal year.

				FY 2017/18	Actual	vs. Budget
	FY 2015/16	FY 2016/17	FY 2017/18	Revised	Favorable / (Unfavorable)
	Actuals	Actuals	Actuals	Budget	Amount	Percent
Professional Services	\$6.0	\$5.9	\$5.9	\$6.7	\$0.8	12%
Maintenance and Repair	4.0	3.9	4.5	4.5	-	-
Transportation Services	3.6	3.5	3.5	3.6	0.1	4%
Utilities	3.3	3.4	3.5	3.5	-	-
Insurance	3.4	3.4	3.4	3.4	-	-
Communications	1.6	2.0	1.8	2.0	0.2	12%
Miscellaneous Services and Charges	2.1	1.4	1.7	1.8	-	-
Printing Duplication and Filming	0.3	0.4	0.4	0.4	0.1	14%
Rents	0.3	0.3	0.5	0.5	-	-
Travel Training and Conferences	0.2	0.2	0.2	0.3	0.1	28%
Contractual Services Total	\$24.7	\$24.4	\$25.4	\$26.7	\$1.3	5%





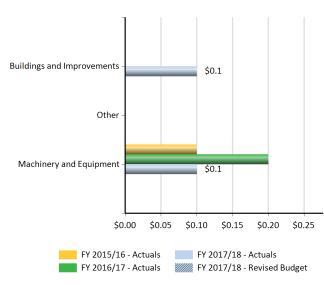
Commodities (Fiscal Year to Date: November 2017)



Actual to Revised Budget variance of \$0.3 million or 11%: Operating Supplies is favorable mainly due to a delay in purchasing recreation amenities and light poles in Community Services, a lower than anticipated need for personal protective equipment in Public Safety-Fire and the lower than expected need for furniture, operating supplies and other equipment in several divisions. Maintenance and Repair Supplies are unfavorable due to the unanticipated need to purchase repair and maintenance equipment by Public Works.

		510010/17	51 2017 (10	FY 2017/18	Actual	
	FY 2015/16	FY 2016/17	FY 2017/18	Revised	, ,	Unfavorable)
	Actuals	Actuals	Actuals	Budget	Amount	Percent
Operating Supplies	\$1.4	\$1.7	\$1.5	\$1.9	\$0.3	18%
Maintenance and Repair Supplies	0.6	0.6	0.7	0.6	(0.1)	(9%)
Library Materials	0.3	0.3	0.3	0.4	-	-
Purchased for Resale	0.1	0.1	0.1	0.1	-	-
Other			-	-		-
Commodities Total	\$2.4	\$2.8	\$2.6	\$2.9	\$0.3	11%

Capital Outlays (Fiscal Year to Date: November 2017)

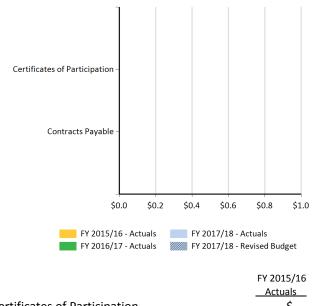


Actual to Revised Budget variance of (\$0.2) million or nm: Unfavorable variance in Buildings & Improvements is primarily due to the remodel and remediation cost associated with the water damage at the Little Red School House and the purchase of a compressor that was budgeted in Commodities but was charged to Capital Outlays. Additionally, the purchase of Fire Alarm & Panel replacements for One Civic Center and Civic Center Library also contributed to the unfavorable variance. The unfavorable variance in Machinery and Equipment is mostly due to the unplanned purchases of computer equipment in Planning & Development and a thermal camera in Public Safety - Fire.

	FY 2015/16	FY 2016/17	FY 2017/18	FY 2017/18 Revised	Actual Favorable / (U	vs. Budget
	Actuals	Actuals	Actuals	Budget	Amount	Percent
Buildings and Improvements	\$ -	\$ -	\$0.1	\$ -	(\$0.1)	n/a
Other	-	-	-	-	-	-
Machinery and Equipment	0.1	0.2	0.1		(0.1)	nm
Capital Outlays Total	\$0.1	\$0.2	\$0.2	\$0.0	(\$0.2)	nm



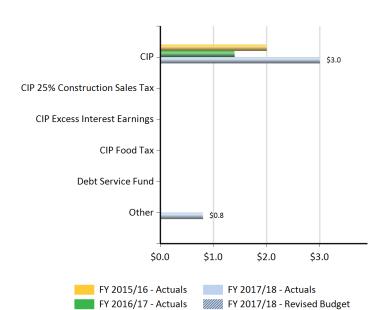
Contracts Payable & COPs (Fiscal Year to Date: November 2017)



Actual to Revised Budget variance of \$0.0 million or 0%: No explanation necessary.

				FY 2017/18	Actua	0
	FY 2015/16	FY 2016/17	FY 2017/18	Revised	Favorable /	(Unfavorable)
	Actuals	Actuals	Actuals	Budget	Amour	i <u>t</u> Percent
Certificates of Participation	\$ -	\$ -	\$ -	\$ -	\$ -	-
Contracts Payable		-				
Contracts Payable & COPs Total	\$0.0	\$0.0	\$0.0	\$0.0	\$ -	-

Transfers Out (Fiscal Year to Date: November 2017)



Actual to Revised Budget variance of (\$3.8) million or n/a: The unfavorable variance is due to council approved transfers

\$0.0

\$3.8

from the General Fund undesignated, unreserved fund balance to the CIP to fund one newly created and one existing flood control project and to the Downtown Cultural Trust for public art contributions associated with a large development project.

	FY 2015/16	FY 2016/17	FY 2017/18	FY 2017/18 Revised	Actual Favorable / (vs. Budget Unfavorable)
	Actuals	Actuals	Actuals	Budget	Amount	Percent
CIP	\$2.0	\$1.4	\$3.0	\$ -	(\$3.0)	n/a
CIP 25% Construction Sales Tax	-	-	-	-	-	-
CIP Excess Interest Earnings	-	-	-	-	-	-
CIP Food Tax	-	-	-	-	-	-
Debt Service Fund	-	-	-	-	-	-
Other	-	-	0.8	-	(0.8)	n/a

\$2.0

\$1.4

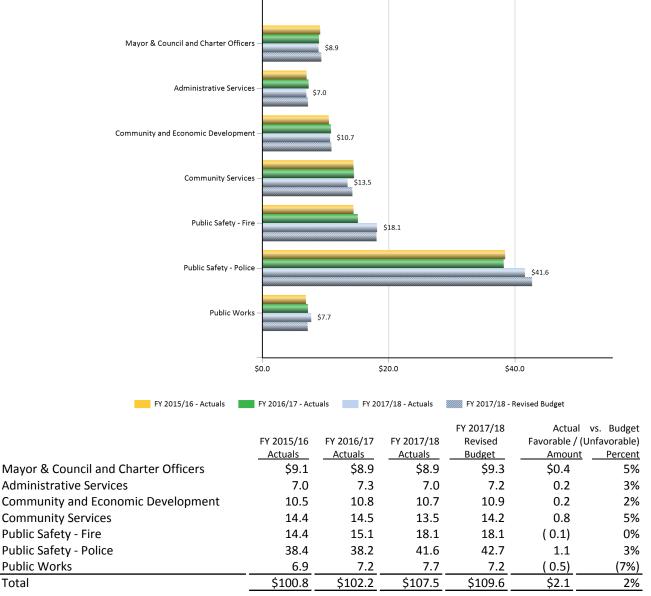
Transfers Out Total

(\$3.8)

n/a







Actual to Revised Budget variance of \$2.1 million or 2%:

Mayor & Council and Charter Officers is favorable mainly due to City Treasurer banking services and software maintenance and licensing costs being less than anticipated, City Attorney vacant positions savings and the timing of invoices in City Manager. Administrative Services is favorable due to the timing of invoices and lower than expected postage & shipping and specialty line costs. Community and Economic Development is favorable due to the timing of invoices. The favorable variance is partially offset by an increase to the State Land contract. Community Services is favorable mainly due to part-time salary savings, lower than expected participation in sports and leisure classes, invoice timing and the delay in purchasing recreational amenities and light pole meters. Public Safety - Fire is only showing a slightly unfavorable variance. However, the amount is a net of a larger unfavorable variance due to higher overtime costs related to a shortfall in constant staffing due to seventeen firefighters on leave being mostly offset by a favorable variance due to lower than expected fleet maintenance and repair costs and a delay in the purchase of personal protective equipment. Public Safety -Police is favorable due to part-time salary savings and lower paid hires replacing experienced employees being promoted or retiring, the timing of invoices, lower than expected furniture and other equipment purchase needs and the Photo Enforcement Contract coming in less than budgeted due to a number of photo enforcement cameras being turned off while a new contract was negotiated resulting in fewer citations issued. The favorable variance is partially offset by higher than expected overtime costs related to large police cases. Public Works is unfavorable due to higher than expected maintenance and repair costs and supply needs, repair projects being completed ahead of schedule, higher than expected custodial fees and unexpected remodel and remediation costs associated with water damage at the Little Red School House.